

EXHIBIT 41

The Discretionary Action Guidelines- FY2017 states the following regarding eligibility for discretionary increases:

I do think that the above guideline should be changed. This is especially so since a step pay plan was not implemented via the recent contract. ---Bob

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From: McKavanagh, Thomas
(FDNY)
Sent: Friday, October 07, 2016 7:18 AM
To: Rampino, Robert (FDNY)
Subject: RE: A Discretionary Salary Increase Program, Fiscal Year-2017

Bob,

The guidelines say that the FPI series IS eligible...

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